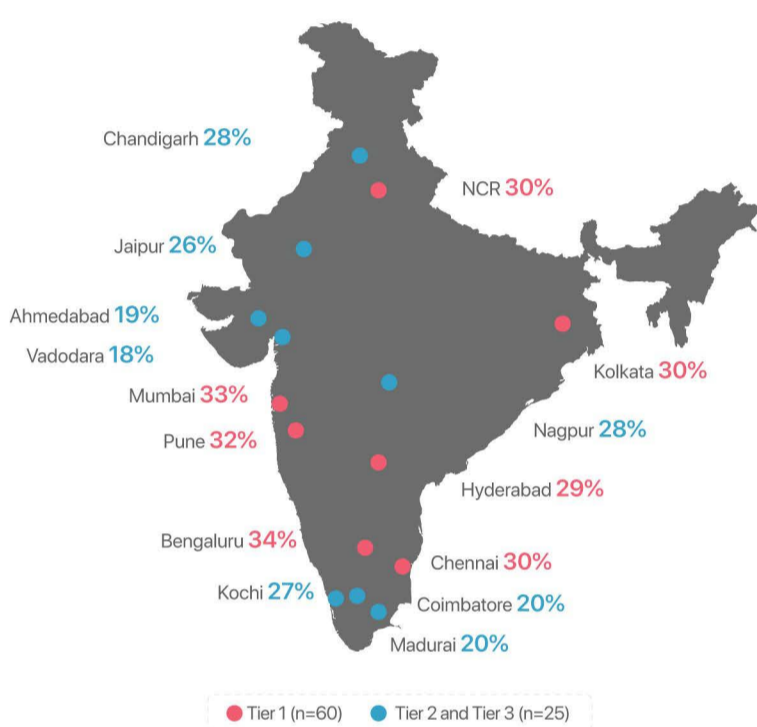


# Zinnov-Intel Gender Diversity Study 2019

The Zinnov-Intel India Gender Diversity Report offers valuable data, insights and industry best practices that would be useful to accelerate inclusive participation of women in the workplace. The in-depth study evaluated 60 companies from the Indian ecosystem, comprising Global Capability Centers (GCCs), Technology Service Providers, Start-ups, and Indian companies to gain an understanding of the current diversity landscape, with the intent of baselining key practices to improve diversity. It also analyzed the statistics around gender diversity and various organizational policies and practices that give a comprehensive perspective of women in corporate India.

## Gender Diversity Across Tier 1, Tier 2 and Tier 3 Cities in India

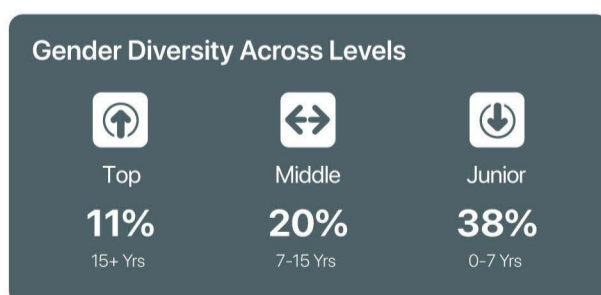
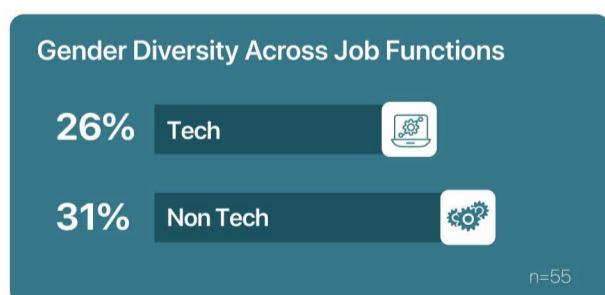
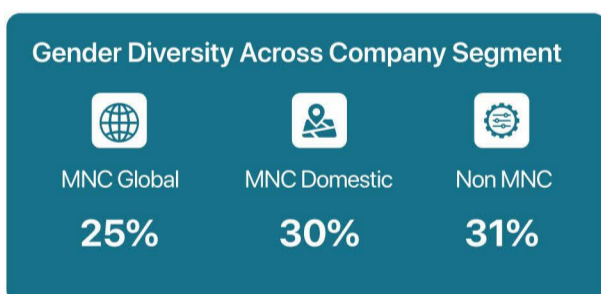


**30%**  
Overall Gender Diversity in India

Gender Diversity Across Tiers

- 31% Tier 1 Cities
- 25% Tier 2/3 Cities

## Gender Diversity by Size, Segments, Functions & Levels



## Gender Diversity by Company Size and Type

	MNC Global	MNC Domestic	Non MNC	
Small	21%	20%	10%	n=13
Med	24%	28%	18%	n=26
Large	28%	30%	35%	n=21